

AMENDMENTS TO THE CLAIMS

1 1. (Currently Amended) A guidance ~~process method~~ of maintaining goals in
2 a system with at least first and second goal types so as to promote goal alignment, the
3 guidance ~~process method~~ comprising:
4 providing a first rule for relationships between goals of the first goal type;
5 providing a second rule for relationships between goals of the first goal
6 type and goals of the second goal type; and
7 determining content for a user interface, based on the first and second
8 rules, such that the content ~~facilitates goal alignment~~ directs a user of the user interface in
9 generation of content of a secondary goal of the second goal type that causes alignment
10 of the secondary goal with the primary goal of the first goal type.

1 2. (Currently Amended) The method of Claim 1, further comprising:
2 activating a wizard ~~that facilitates goal modification~~, wherein:
3 determining content for ~~the user interfaces~~ interface comprises
4 automatically customizing content for a screen capable of being displayed by the wizard,
5 based on at least one of the first rule and the second rule, to direct the user of the user
6 interface in the generation of the content of the secondary goal that results in alignment
7 of the secondary goal with the primary goal.

1 3. (Currently Amended) The method of Claim 2, further comprising:
2 activating the wizard in response to a request from a user to modify [[a]]
3 the secondary goal;
4 prompting the user to select a team to be associated with the secondary
5 goal from a drop-down list of teams; and
6 prompting the user to select a parent goal for the secondary goal from a
7 list showing all team goals linked to the selected team.

1 4. (Currently Amended) The method of Claim 3, further comprising:
2 in response to modification of the secondary goal, automatically
3 determining whether a child goal exists for the secondary goal; and

in response to determining that the child goal does exist, automatically flagging the child goal to cause a user interface for an owner of that child goal to indicate that the child goal should be checked for alignment.

5. (Original) The method of Claim 4, further comprising:
determining that the owner has verified the alignment of the child goal;
and
in response to determining that the owner has verified the alignment, automatically unflagging the child goal.

6. (Currently Amended) The method of Claim 5, wherein determining content for the user interfaces interface comprises automatically flagging the secondary goal for supervisory approval in response to determining that the user has a supervisor.

7. (Currently Amended) The method of Claim 6, wherein determining content for the user interfaces interface comprises:
populating objects for a graphical user interface with alignment information and warnings; and
providing connections to tools for checking alignment.

8. (Original) The method of Claim 7, wherein populating objects for a graphical user interface with alignment information and warnings comprises specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object.

9. (Original) The method of Claim 8, wherein specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object comprises highlighting the alignment warning object in response to determining that the parent goal has been modified.

10. (Currently Amended) The method of Claim 8, wherein specifying an appearance for at least one of a manager warning object, a feedback warning object, and an alignment warning object comprises highlighting the manager warning object in

4 response to determining that a supervisor has provided feedback pertaining to the
5 secondary goal.

1 11. (Original) The method of Claim 7, wherein:
2 providing connections to tools for checking alignment comprises
3 providing an alignment warning object; and
4 the method further comprises displaying an interface for viewing the
5 parent goal, in response to selection of the alignment warning object.

1 12. (Currently Amended) The method of Claim 7, wherein determining
2 content for the user interfaces interface further comprises providing an evaluation status
3 object that indicates whether a supervisor has evaluated the secondary goal.

1 13. (Currently Amended) The method of Claim 12, wherein determining
2 content for the user interfaces interface further comprises providing an evaluation
3 summary object that reflects evaluation results relating to at least one of importance and
4 effectiveness of the secondary goal.

1 14.-55. (Canceled)

1 56. (New) The method of Claim 1 wherein generation of content of a
2 secondary goal of the second goal type that causes alignment of the secondary goal with
3 the primary goal of the first goal type comprises generation of the content of the
4 secondary goal that results in realization of at least part of the primary goal.

1 57. (New) A computer system comprising:
2 a processor; and
3 a memory, coupled to the processor, having code stored therein and executable by
4 the processor for:
5 providing a first rule for relationships between goals of the first goal type;
6 providing a second rule for relationships between goals of the first goal
7 type and goals of the second goal type; and

determining content for a user interface, based on the first and second rules, such that the content directs a user of the user interface in generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type.

58. (New) The computer system of Claim 57 wherein the code is further configured for:
activating a wizard; and
wherein the code for determining content for a user interface is further configured for automatically customizing content for a screen capable of being displayed by the wizard, based on at least one of the first rule and the second rule, to direct the user of the user interface in the generation of the content of the secondary goal that results in alignment of the secondary goal with the primary goal.

59. (New) The computer system of Claim 58 wherein the code is further configured for:
activating the wizard in response to a request from a user to modify the secondary goal;
prompting the user to select a team to be associated with the secondary goal from a drop-down list of teams; and
prompting the user to select a parent goal for the secondary goal from a list showing all team goals linked to the selected team.

60. (New) The computer system of Claim 59 wherein the code is further configured for:
in response to modification of the secondary goal, automatically determining whether a child goal exists for the secondary goal; and
in response to determining that the child goal does exist, automatically flagging the child goal to cause a user interface for an owner of that child goal to indicate that the child goal should be checked for alignment.

1 61. (New) The computer system of Claim 60 wherein the code is further
2 configured for:
3 determining that the owner has verified the alignment of the child goal; and
4 in response to determining that the owner has verified the alignment,
5 automatically unflagging the child goal.

1 62. (New) The computer system of Claim 61 wherein the code for
2 determining content for the user interface is further configured for automatically flagging
3 the secondary goal for supervisory approval in response to determining that the user has a
4 supervisor.

1 63. (New) The computer system of Claim 62 wherein the code for
2 determining content for the user interface is further configured for:
3 populating objects for a graphical user interface with alignment information and
4 warnings; and
5 providing connections to tools for checking alignment.

1 64. (New) The computer system of Claim 63 wherein the code for populating
2 objects for a graphical user interface with alignment information and warnings is further
3 configured for specifying an appearance for at least one of a manager warning object, a
4 feedback warning object, and an alignment warning object.

1 65. (New) The computer system of Claim 64 wherein the code for specifying
2 an appearance for at least one of a manager warning object, a feedback warning object,
3 and an alignment warning object is further configured for highlighting the alignment
4 warning object in response to determining that the parent goal has been modified.

1 66. (New) The computer system of Claim 64 wherein the code for specifying
2 an appearance for at least one of a manager warning object, a feedback warning object,
3 and an alignment warning object comprises is further configured for highlighting the

4 manager warning object in response to determining that a supervisor has provided
5 feedback pertaining to the secondary goal.

1 67. (New) The computer system of Claim 63 wherein the code is further
2 configured for:
3 providing connections to tools for checking alignment comprises providing an
4 alignment warning object; and
5 the code is further configured for displaying an interface for viewing the parent
6 goal, in response to selection of the alignment warning object.

1 68. (New) The computer system of Claim 63 wherein the code for
2 determining content for the user interface is further configured for providing an
3 evaluation status object that indicates whether a supervisor has evaluated the secondary
4 goal.

1 69. (New) The computer system of Claim 68 wherein the code for
2 determining content for the user interface is further configured for providing an
3 evaluation summary object that reflects evaluation results relating to at least one of
4 importance and effectiveness of the secondary goal.

1 70. (New) The computer system of Claim 56 wherein generation of content of
2 a secondary goal of the second goal type that causes alignment of the secondary goal with
3 the primary goal of the first goal type comprises generation of the content of the
4 secondary goal that results in realization of at least part of the primary goal.

1 71. (New) A computer program product comprising code stored therein and
2 executable by a processor, wherein the code is configured for:
3 providing a first rule for relationships between goals of the first goal type;
4 providing a second rule for relationships between goals of the first goal type and
5 goals of the second goal type; and
6 determining content for a user interface, based on the first and second rules, such
7 that the content directs a user of the user interface in generation of content

8 of a secondary goal of the second goal type that causes alignment of the
9 secondary goal with the primary goal of the first goal type.

1 72. (New) The computer program product of Claim 57 wherein the code is
2 further configured for:
3 activating a wizard; and
4 wherein the code for determining content for a user interface is further configured
5 for automatically customizing content for a screen capable of being
6 displayed by the wizard, based on at least one of the first rule and the
7 second rule, to direct the user of the user interface in the generation of the
8 content of the secondary goal that results in alignment of the secondary
9 goal with the primary goal.

1 73. (New) The computer program product of Claim 58 wherein the code is
2 further configured for:
3 activating the wizard in response to a request from a user to modify the secondary
4 goal;
5 prompting the user to select a team to be associated with the secondary goal from
6 a drop-down list of teams; and
7 prompting the user to select a parent goal for the secondary goal from a list
8 showing all team goals linked to the selected team.

1 74. (New) The computer program product of Claim 59 wherein the code is
2 further configured for:
3 in response to modification of the secondary goal, automatically determining
4 whether a child goal exists for the secondary goal; and
5 in response to determining that the child goal does exist, automatically flagging
6 the child goal to cause a user interface for an owner of that child goal to
7 indicate that the child goal should be checked for alignment.

1 75. (New) The computer program product of Claim 60 wherein the code is
2 further configured for:
3 determining that the owner has verified the alignment of the child goal; and
4 in response to determining that the owner has verified the alignment,
5 automatically unflagging the child goal.

1 76. (New) The computer program product of Claim 61 wherein the code for
2 determining content for the user interface is further configured for automatically flagging
3 the secondary goal for supervisory approval in response to determining that the user has a
4 supervisor.

1 77. (New) The computer program product of Claim 62 wherein the code for
2 determining content for the user interface is further configured for:
3 populating objects for a graphical user interface with alignment information and
4 warnings; and
5 providing connections to tools for checking alignment.

1 78. (New) The computer program product of Claim 63 wherein the code for
2 populating objects for a graphical user interface with alignment information and warnings
3 is further configured for specifying an appearance for at least one of a manager warning
4 object, a feedback warning object, and an alignment warning object.

1 79. (New) The computer program product of Claim 64 wherein the code for
2 specifying an appearance for at least one of a manager warning object, a feedback
3 warning object, and an alignment warning object is further configured for highlighting
4 the alignment warning object in response to determining that the parent goal has been
5 modified.

1 80. (New) The computer program product of Claim 64 wherein the code for
2 specifying an appearance for at least one of a manager warning object, a feedback
3 warning object, and an alignment warning object comprises is further configured for

4 highlighting the manager warning object in response to determining that a supervisor has
5 provided feedback pertaining to the secondary goal.

1 81. (New) The computer program product of Claim 63 wherein the code is
2 further configured for:
3 providing connections to tools for checking alignment comprises providing an
4 alignment warning object; and
5 the code is further configured for displaying an interface for viewing the parent
6 goal, in response to selection of the alignment warning object.

1 82. (New) The computer program product of Claim 63 wherein the code for
2 determining content for the user interface is further configured for providing an
3 evaluation status object that indicates whether a supervisor has evaluated the secondary
4 goal.

1 83. (New) The computer program product of Claim 68 wherein the code for
2 determining content for the user interface is further configured for providing an
3 evaluation summary object that reflects evaluation results relating to at least one of
4 importance and effectiveness of the secondary goal.

1 84. (New) The computer program product of Claim 71 wherein generation of
2 content of a secondary goal of the second goal type that causes alignment of the
3 secondary goal with the primary goal of the first goal type comprises generation of the
4 content of the secondary goal that results in realization of at least part of the primary
5 goal.